



Equality, Diversity & Inclusion Policy

Who We Are

At Novi (Forward Ladies Limited), we exist to advance women's leadership and inclusion, and to deliver programmes that create lasting change. Inclusivity isn't just something we deliver — it's who we are.

We embrace diversity and believe in creating an inclusive and supportive environment for all. We advocate for equal opportunities, respect individual differences, and actively work towards removing barriers that hinder growth and success.

Our Commitment

We're committed to:

- Creating an environment where everyone is valued and respected
- Treating everyone fairly in recruitment, development and engagement
- Challenging discrimination, harassment and victimisation wherever we see it
- Providing programmes and events that are accessible and inclusive for all participants
- Widening access and opportunity through our work, including via Novi Futures' social mobility mission for young people

The Law

We comply with the Equality Act 2010 and will not unlawfully discriminate based on the protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Equity, Not Just Equality

We believe in equity, not just equality. This means recognising that people start from different places and may need different support to achieve the same outcomes.

Decisions about our people, participants and programmes are made with equity in mind. We actively work to remove barriers and create fair opportunities for everyone, particularly those from underrepresented groups.

What This Means for Our Work

For our team and associates: We provide equality, fairness and respect. Development opportunities are available to all who work with Novi (Forward Ladies Limited).

For our clients and participants: We design and deliver inclusive programmes, keynotes and events. We challenge bias and champion diverse perspectives. We help organisations build cultures where women and all employees can thrive.

For young people (Novi Futures): We work to break down barriers to careers education and economic opportunity, particularly for young people from at-risk or underrepresented backgrounds.

Taking Complaints Seriously

We take all complaints of discrimination, harassment or victimisation seriously. Anyone who experiences or witnesses such behaviour should report it to Griselda Togobo. We will investigate thoroughly and take appropriate action.

Everyone's Responsibility

Everyone who works with us — employees, associates and partners — is responsible for upholding this policy and contributing to an inclusive environment.

Review

This policy is reviewed at least annually by Griselda Togobo.

Approved by: Griselda Togobo Date: 12 August 2026